

Procurement Number	3120001930
RFP Name	Request for Proposals - To Provide: Consulting Services for Review, Modification, and Implementation of the State's Compensation and Classification Plan
RFP Release Date	February 14, 2020
Proposal Due Date and Time	February 28, 2020 / 10:00 AM CST
Contract Effective Date	May 1, 2020
Evaluation Report Posting Date	March 4, 2020

The Mississippi State Personnel Board (MSPB) conducted a Request for Proposal (RFP) solicitation to secure a vendor to provide consultant services for the review, modification, and implementation of the State's classification and compensation plan. With the goal of awarding a contract to a vendor that specializes and has prior experience in redesigning and implementing state government classification and compensation plans, MSPB provided within the body of the RFP the specific terms, conditions, and scope of services anticipated to be incorporated into the resulting contract. The selected vendor will be required to produce a compensation and classification system that includes best practices in employment in the state's professional civil service, which includes nearly 34,000 positions. The vendor will also review and incorporate all 34,000 positions into the new plan and assist with the implementation of the plan. Information related to the RFP may be accessed at <http://www.mspb.ms.gov/news/mspb-issues-rfp-3120001930.aspx>. Abiding by the applicable provisions of the Public Procurement Review Board, Office of Personal Service Contract Review Rules and Regulations, and in accordance with agency guidelines, MSPB evaluated the four proposals received in response to the RFP. After the initial review of the proposals, it was determined only two met the Minimum Vendor Requirements. Those qualified proposals continued in the evaluation process and each received a comprehensive, fair, and impartial evaluation using consensus scoring under the criteria stated in the RFP. Based on the cumulative scores from the evaluation process, MSPB has ranked the proposals in the order of scoring, highest to lowest, as follows:

1. Kenning Consulting (96.8)
2. Segal Waters Consulting (67.6)

Based on the aforementioned evaluation and resulting scores, MSPB has recommended that the contract for classification and compensation redesign be awarded to Kenning Consulting, contingent on successful contract negotiations. Kenning Consulting had the highest technical and management score, and they were the lowest bidder. Subject to final approval by the MSPB, including approval by Public Procurement Review Board (PPRB), a contract is expected to be executed with Kenning Consulting, with services to commence effective May 1, 2020 and conclude on June 30, 2022, at an estimated contract value not to exceed \$356,700.00 for the contract term.

RFP NO. 3120001930 EVALUATION COMMITTEE

1. RYAN BEARD, DIRECTOR - HUMAN CAPITAL CORE PROCESSES
2. DANIEL HEARN, ADMINISTRATOR - SPECIAL PROJECTS
3. MALIKA LOGAN, CONSULTANT SPECIALIST – HUMAN CAPITAL CORE PROCESSES
4. NATHAN NIX, DIRECTOR – OFFICE OF INFORMATION TECHNOLOGY
5. JAN SIMS, DIRECTOR – OFFICE OF WORKFORCE DEVELOPMENT